CIVIL SERVICE COMMISSION CITY AND COUNTY OF DENVER

2019 ANNUAL REPORT

Summer 2020

Dear Friends and Colleagues:

The Denver Civil Service Commission continues its commitment to finding the best qualified candidates for the Police and Fire Departments and ensures that those individuals "represent the diversity of the community we serve."

During 2019, the Commission administered promotional examinations for the ranks of Police Sergeant and Fire Lieutenant. The Commission wants to thank the subject matter experts for their time, knowledge and dedication to improving and insuring a fair and competitive promotional process.

Civil Service staff, in partnership with the Workday team, implemented innovations to improve and streamline applicant tracking and the hiring process.

The Denver Fire Department accomplished the creation of a new rank: Emergency Medical Technician (EMT), approved by the voters on November 5th, as well as the first-ever Lateral Firefighter Academy.

The Denver Police Department introduced a new program called Police Applicant Volunteer Experience (PAVE). In addition to enhancing recruitment efforts of the Denver Police Department, PAVE provides police volunteers with the experience and exposure necessary to understand what it takes to be an exceptional Denver Police officer.

The Commission bid farewell to Commissioners Neil Berlin and Larry Trujillo and thank them for their many years of service. Two new Commissioners were appointed: Kevin Duncan and James Fitzpatrick. They bring a wealth of knowledge and experience to their new roles. The accomplishments of this agency are reflective of the dedication and diligence of our Commissioners, Civil Service staff, and everyone we serve.

We sincerely want to thank the Civil Service Commissioners, Police Chief Paul Pazen, Fire Chief Todd Bower, the classified members of the Fire and Police Departments, Denver Firefighter's Local 858, the Police Protective Association, and the various department employee groups for their generous contributions and continued support. Additionally, we want to thank the former Executive Director of Safety Troy Riggs and former Fire Chief Eric Tade for their past assistance.

Together, as envisioned by Mayor Michael Hancock, the Civil Service Commission is helping to make Denver a world class city where everybody matters.

Sincerely,

Earl E. Peterson, Executive Director

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MISSION

The Commission will adhere to the City Charter, the City's Code of Ethics, and we will endeavor to certify the best qualified candidates for employment and promotions that represent the diversity of the community we serve. This will enable the Commission to not only meet but exceed our responsibilities to the Mayor, City Council, Denver Police and Fire Departments, respective unions, employee organizations and the Citizens of Denver.

The Denver Civil Service Commission through its appointed Commissioners, Executive Director and respected staff do hereby affirm our Mission Statement.

DEPARTMENT SUMMARY

The City Charter established the Denver Civil Service Commission in 1904. The Commission is one of the oldest merit systems in the nation and is modeled after the Pendleton Act of 1883, which created the U.S. Civil Service Commission now known as the U. S. Office of Personnel Management.

The Commission is governed by a board of Commissioners. City Charter §9.3.2 states the Commission shall consist of five (5) members; two members are to be appointed by the Mayor, two members are to be appointed by City Council and one member shall be nominated by the Mayor and appointed by Council ordinance or resolution. Each Commissioner shall be appointed for a term of two (2) years, except when appointed to complete an unexpired term, and may be reappointed. In making appointments to the Commission, the Mayor and City Council shall consider the diversity of the citizens of the City and County of Denver.

The duties, powers and responsibilities of the Commission include establishing, fostering and maintaining a merit personnel system for the Classified Service of the Denver Police and Fire Departments. Through this merit process, a listing of eligible applicants/candidates determined to be the best qualified, is provided to the Executive Director of Safety for selection and appointment to the Classified Service.

By Charter and Rule, the Commission has a duty to maintain a merit system that provides for equality, diversity and integrity in the examination process. The Commission evaluates components used in the examination process on a regular basis and determines how these components should be graded and weighted in order to identify the best-qualified applicants and candidates for placement on eligible registers. The Commission's ongoing review of test material, selection methods and policies and procedures ensure an effective, efficient, and equitable process for entry-level and promotional testing. The Commission is committed to testing and selection processes that are fair, content valid, reliable, and job related. The Commission adheres to all applicable Federal, State, and local laws and adheres to the Uniform Guidelines on Employee Selection Procedures as established by the Equal Employment Opportunity Commission (EEOC).

The Commission is also committed to Equal Employment Opportunity and non-discrimination. The Commission's consideration and examination of all applicants for employment with the Commission and all applicants and candidates for appointment and promotion in the Classified Service, shall be made without regard to race, color, religion or creed, sex, sexual orientation, age, national origin or ancestry, political affiliation, or disability for individuals otherwise qualified to perform the essential functions of the position with or without reasonable accommodation.

Earl E. Peterson

Mr. Peterson has served as Executive Director since November 2000. Prior to this position he was in the private sector for over nineteen years with Champion International Corporation, Nationwide Papers Division as Operations Manager, Administration Manager and Marketing Manager. Mr. Peterson is a graduate of the State University College of Arts and Science, Geneseo, New York, and holds a Bachelor of Science Degree in Management Science.

Joseph G. Sandoval, Esq., Commissioner

Beginning as a police officer for the City of Arvada in 1967, retired Professor Joseph G. Sandoval worked as an attorney for twenty years and in public safety throughout his professional career. Working in police-community relations for over forty-five years, he was involved in the process for establishing the Public Safety Review Commission and the Citizen Oversight Board, as well as the Office of Independent Monitor. He served as Chair of the Public Safety Review Commission and was the first Chair of the Citizen Oversight Board. He has made presentations on review of police and police-community relations at national conferences. He is a retired faculty member with the Criminal Justice and Criminology Department, at Metropolitan State University of Denver. He writes weekly faith-based commentaries; he also writes on family history with articles published in the Colorado Hispanic Genealogical Journal. Mayor Michael Hancock appointed Commissioner Sandoval in 2015.

Kelsey Anne Green, Commissioner

Kelsey Anne Green was appointed to the Commission by the City Council in March 2018. As a practicing attorney, Commissioner Green represents clients in strategic corporate transactions, fund formations, and corporate governance. Born and raised in Denver, she also enjoys involvement as a board or committee member of a variety of local organizations, such as Girls Inc. of Metro Denver, NARAL Pro-Choice Colorado, the Colorado Women's Bar Association, Parkinson's Association of the Rockies, and the Women's Foundation of Colorado. Commissioner Green earned her JD from Northwestern University Pritzker School of Law and her undergraduate degree from the College of William and Mary.

Sylvia Murray, Commissioner

Sylvia Murray was jointly appointed to the Commission by City Council and Mayor Michael Hancock. She is a Denver native who began her professional career in social work, electing to serve in emergency response focusing on children in imminent crisis. She later transitioned to a career in employee development at a Fortune 500 company. She now brings nearly twenty years' worth of experience in Human Resources from both the public and private sector. Commissioner Murray holds a MS in Organizational and Leadership Development with an emphasis in Human Resource Management and a BS in Social Work with a Children, Youth and Families concentration. In addition, she is certified in Mediation and Dispute Resolution.

Along with her professional and educational accomplishments, Commissioner Murray is also a proud member of Delta Sigma Theta Sorority, Inc, an organization committed to public service to local communities throughout the world. She is also a previous VP of Jack and Jill of America, Inc (Denver Chapter), whose membership is dedicated to nurturing future African American leaders by strengthening children through leadership development, volunteer service, philanthropic giving and civic duty.
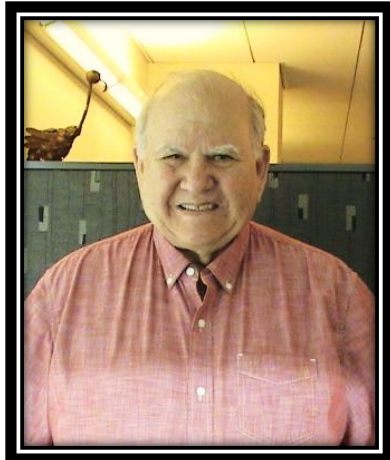
James Fitzpatrick, Commissioner

Commissioner Fitzpatrick was appointed to the Civil Service Commission by the City Council in July 2019, Commissioner Fitzpatrick was a 29-year member of the Denver Police Department and retired as a Division Chief. Commissioner Fitzpatrick became an employee of the Colorado Department of Corrections in the Division of Adult Parole and Community Corrections. In his last assignment there, Commissioner Fitzpatrick had offices in Grand Junction, Craig and Denver. In Addition, Commissioner Fitzpatrick was a member of the Adams County Community Corrections Board for nine years and the Chairperson for three years. Commissioner Fitzpatrick attended the University of Louisville Southern Police Institute and the Federal Bureau of Investigation National Police Academy. Commissioner Fitzpatrick obtained and AA degree from Red Rocks Community College and a BA from Columbia College.
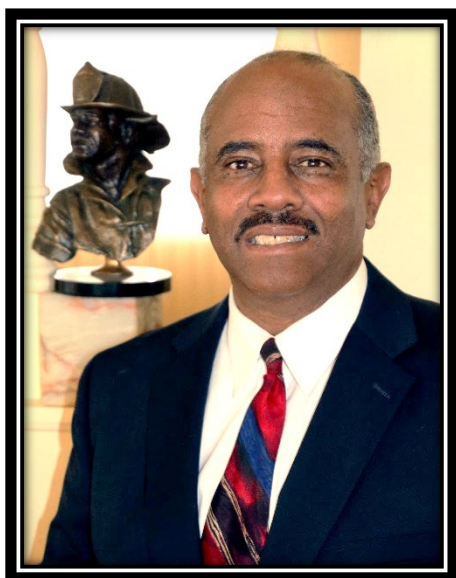
Kevin Duncan, Commissioner

Commissioner Duncan is a proud Denver native who grew up in the historic Park Hill neighborhood. From a young age, he became enthralled by the bravery and compassion firefighters sworn to protect us give. This had a huge impact on his life and led him to become a Denver Firefighter. During his career, he specialized in emergency services including hazardous material mitigation, underwater rescue and high angle rope rescue. As a Black firefighter working in his community, he knew many youths looked up to him as a role model in our community. A suggestion arose from fellow firefighters that they should erect a life-sized bronze statue of a firefighter helping a child and place it at the new Station 10. After several months of working with city officials, the City of Denver gave Colorado Black Professional Firefighters (CBPFF) permission to erect the statue. After soliciting private donors, CBPFF raised the required funds. Its permanent home is at Station 10. The bronze statue is a firefighter consoling a child and is titled, "Bravery in Arms." Commissioner Duncan's proudest moment was when he was promoted to Captain and assigned to Station 10. "Bravery in Arms" is dedicated to the past and present Black firefighters across the US. In 2017, after 30 years in a fire house, and the last five at Denver International Airport, Commissioner Duncan retired from the Denver Fire Department. He continues to serve and make his community safe.

COMMISSION BUDGET

In 2019, the Commission was allocated a budget of $1,898,035. The budget includes costs for a full-time staff of 10 employees, 18 on-call background investigators, and payment to contract independent hearing officers to conduct disciplinary appeal hearings. The budget also includes payment for entry-level and promotional test development and applicant processing.

The overall direct cost for the development and administration of the following two (2) promotional examinations was a total of $110,045.00.

Police Sergeant	$58,650
Fire Lieutenant	$51,395

The Civil Service Commission processed Fire and Police applicants, along with Denver Public Safety Cadets (at the request of the Denver Public Safety Department) for a total of $657,461.

Background Investigation Unit Payroll and Social Security	$370,920
Polygraph Exams	$121,446
Suitability Assessments, and Psychological Exams	$153,595
Pre-Employment Drug Screening	$11,500

The Civil Service Commission returned $80,262 of the planned operating budget for 2019 to the general fund. This saving represents 4.2% of the overall Commission budget for 2019.

NOTE: The costs associated with the processing of both Fire and Police Department applicants, are subject to the size of the academy classes. Academy start dates may overlap from one calendar year to the next, impacting the actual costs for the year.

| Mayoral Appointee Commissioner Joseph G. Sandoval | Mayoral Appointee Commissioner Kevin Duncan | Joint Appointee Commissioner Sylvia Murray | City Council Appointee Commissioner Kelsey A. Green | City Council Appointee Commissioner James Fitzpatrick |

Executive Director
Earl E. Peterson

On Call
Background
Investigators

Felisa Urdiales
Senior HR Data
Analyst

Susan Billotte
Senior HR Data
Analyst

Antoinette Torres-Janke
HR Manager

Jeannette Giron
Senior HR Data
Analyst

Gloria Griffith
Assoc IT
Administrator

Austin Deneen
HR Technician II

Heather
Lebedoff
HR Technician II

Mindy Antol
ASA IV

Jim Holt
Associate HR
Data Analyst

DISQUALIFICATION & DISCIPLINARY APPEALS

The Appeal Process

The entire Appeal Process is outlined in City Charter §9.4.15 and Commission Rule 12 – Disqualification and Disciplinary Appeals, Hearings and Procedures. Except for the disqualification of any probationary member of the Classified Service, a member who is subject to discipline and or disqualification for a failure or inability to meet the qualifications necessary to perform the essential functions of the position, may file an appeal for a hearing before a Hearing Officer.

Any final decision and order of a Hearing Officer may be appealed by the member, the executive Director of Safety, or by both, for a limited review by the Civil Service Commissioners. In lieu of an appeal to the Commissioners, a final decision at the Hearing Officer level may be appealed directly to Denver District Court. A final decision at the Commissioner level also may be appealed to District Court.

Hearing Officers

Hearing Officers are selected as established by City Charter §9.3.7 and Commission Rule 14. The following two individuals were selected in 2015 to serve as a Hearing Officer for the 2016-2019 contract period: Daniel C. Ferguson, Esq., and Carrie Clein, Esq.

2019 Disciplinary Appeals

Disciplinary and Disqualification Appeal decisions listed by Year of appeal filing or by the Classified Member's Last Name can be found on the Commission's website at www.denvergov.org/civilservice.

2019 Disciplinary Appeals Received and Outcomes

Affirmed by the Hearing Officer: -19CSC01 Ownbey, Jeremy affirmed DODA
                                          -19CSC02 Suniga, Rudy affirmed DODA

Dismissed: -19CSC03 Miller, David

Filed with District Court: -19CSC04 Miller, Shawn

Settled: -19CSC05 Pacheco, Juan

Overturned by the Hearing Officer: -Zero (0)

ENTRY-LEVEL POLICE/FIRE TESTING 2019

The required qualifications for Original Appointment are set in Commission Rule 3, and Commission Rule 5 establishes the Examination and Screening phases. During the respective open application periods, applicants interested in testing for a Police Officer or Firefighter position first complete an application form and schedule a test date online through the Commission's web site at www.denvergov.org/civilservice. Upon an acceptable application being submitted, the Commission's testing center can accommodate up to 32 applicants per test session.

Police Officer Testing

The Commission tests for the position of Police Officer on an as-needed basis. Testing for Police Officer was conducted in September and December 2018 and March 2019 for applicants processed in 2019. One thousand six hundred and one (1601) applications were received (for entry-level and lateral police).
See the separate demographic breakdowns on pages eleven to twelve (11-12)

In 2019, two (2) Lateral Police academies were placed in April and September. Two (2) Entry-Level Police academies were placed in April and November. A total of one hundred and thirty-seven (137) new Police recruits were hired in 2019.

Police applicants who are currently employed as peace officers (with appropriate State certification), and who have a minimum of two years patrol experience, can be considered for lateral-entry placement. A benefit of the combined entry-level and lateral-entry academies allows lateral-entry applicants to complete the academy in 16 weeks (versus 25-28 weeks for entry-level applicants), if their previous training and experience warrants.
See the demographic breakdown on page twelve (12)

Firefighter Testing

Entry-Level Firefighter

The Commission typically tests for the position of Entry-Level Firefighter every two (2) years. Testing was administered in November 2017 and February 2018; one thousand three hundred and thirty-three (1333) applications were accepted out of 1446 received. 113 applications were disqualified for not meeting minimum qualifications (including, but not limited to: drugs, age, criminal activity, DUI, citizenship). In addition, a 2018 examination list was created. *See the demographic breakdown on page seventeen (17).*

One Entry-Level Fire academy of thirty (30) was placed in January 2019 and one Entry-Level Fire academy of twenty-eight (28) was placed in September 2019. Both academies were selected from the 2018 examination list. *See the demographic breakdown on pages twenty to twenty-one (20-21)*

In June 2019, the Commission introduced a new firefighter exam through the National Testing Network: FireTEAM. 564 applications were accepted for Entry-Level Firefighter academies in 2020. *See the demographic breakdown on page eighteen (18)*

With the introduction of the FireTEAM test, the 2018 examination list was dissolved. In addition, the Commission moved from a two-year testing cycle to a one-year testing cycle. This decision provides a greater number of individuals with opportunities to participate in the application/testing/hiring process.

Lateral Firefighter

In November 2018 the Commission administered a test for the first-ever Lateral Firefighter academy; two hundred and six (206) applications were accepted.

One Lateral Fire academy was placed in June 2019. Twenty-four (24) firefighters were hired. *See the demographic breakdown on page twenty-two (22)*

Emergency Medical Technician (EMT)

On November 5, 2019, the citizens of Denver voted to approve an amendment to the City Charter to establish a new position in the Denver Fire Department: Emergency Medical Technician. In December 2019 the Commission administered a test for the first-ever group of EMTs; sixty-three (63) applications were accepted out of one hundred and one (101) received. Thirty-Eight (38) applications were disqualified for not meeting minimum qualifications (including, but not limited to: certifications, drugs, age, criminal activity, DUI, citizenship). The rank of EMT was needed in order to provide additional and faster medical services at the scene of an emergency. *See the demographic breakdown on page twenty-three (23)*

Per the amendment to the City Charter, five EMTs will be hired in 2020.

Specialized Fire Testing

The Commission also tested for two specialized Fire Department entry-level positions in the Classified   Service: Fire Systems Technical Specialist (Radio) and Fire Systems Technical Specialist (Web Developer). Fire   Systems Technical Specialist (Radio) designs, builds, install, inspect, and repairs all division radio systems and equipment. Equipment includes: radio fire-box transmitters and receivers, microwave, two-way mobile radios, towers up to 230 feet in height, antennas, and computer programs and networks. Fire Systems Technical Specialist (Web Developer) designs, maintain, integrates, optimizes, and otherwise provides subject matter expertise on the department's web applications. Whenever a   vacancy is anticipated in either of these specializations, the Commission will screen and test applicants, as outlined in their respective Announcements of Examination and their respective Informational Booklets.

In 2019, the Commission screened and tested for both positions, and established two Eligible Registers.

2019 # APPLYING FOR POLICE OFFICER TESTING
(By Race/Ethnicity and Gender)

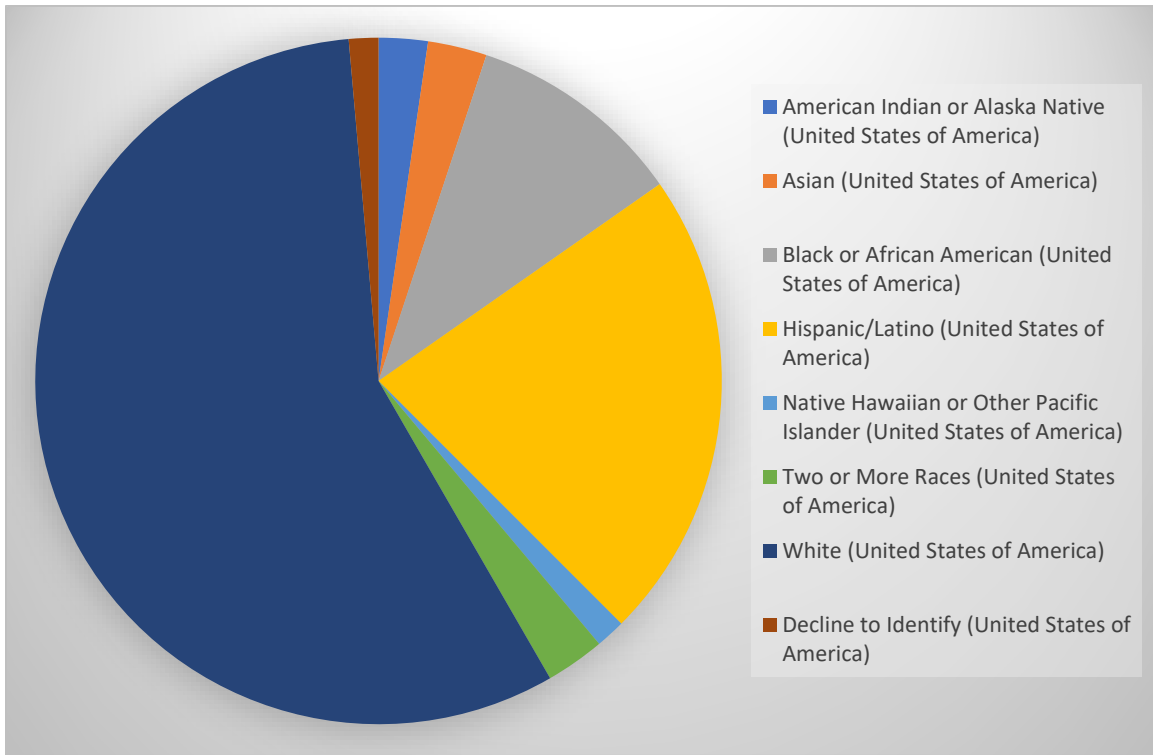| 2019 Entry-level Police Applicants								
Identified As	**Male**	**% of Total**	**Female**	**% of Total**	**Decline to Identify**	**% of Total**	**Total**	**% of Total**
American Indian or Alaska Native (United States of America)	10	0.72%	3	0.22%	0	0.00%	13	0.94%
Asian (United States of America)	42	3.03%	7	0.51%	0	0.00%	49	3.54%
Black or African American (United States of America)	92	6.64%	38	2.74%	0	0.00%	130	9.39%
Hispanic/Latino (United States of America)	254	18.34%	90	6.50%	0	0.00%	344	24.84%
Native Hawaiian or Other Pacific Islander (United States of America)	4	0.29%	1	0.07%	0	0.00%	5	0.36%
Two or More Races (United States of America)	65	4.69%	16	1.16%	0	0.00%	81	5.85%
White (United States of America)	615	44.40%	134	9.68%	2	0.14%	751	54.22%
Decline to Identify (United States of America)	5	0.36%	0	0.00%	7	51.00%	12	0.87%
Total	1087	78.48%	289	20.87%	9	0.65%	1385	100.00%

Percentages are rounded to two decimal places and therefore may not add to 100%.
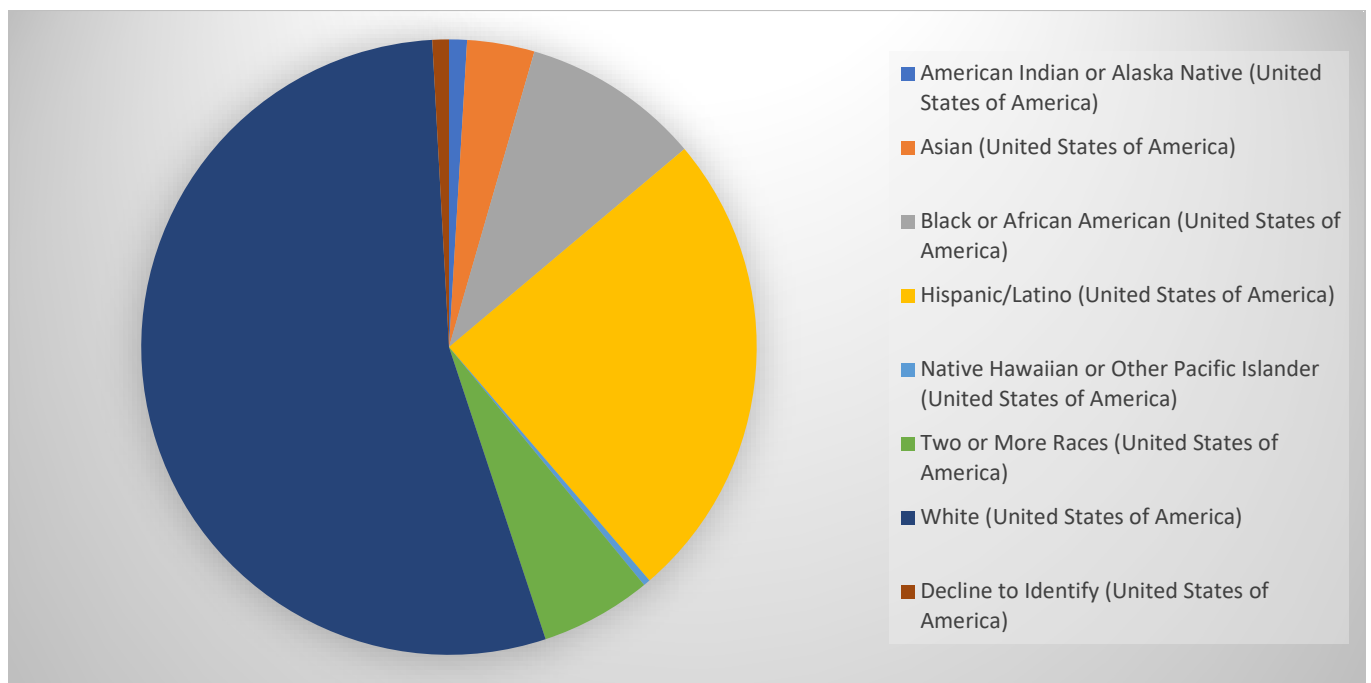
2019 Lateral Police Applicants

Identified As	Male	% of Total	Female	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	5	2.31%	0	0.00%	0	0.00%	5	2.31%
Asian (United States of America)	6	2.78%	0	0.00%	0	0.00%	6	2.78%
Black or African American (United States of America)	19	8.80%	3	1.39%	0	0.00%	22	10.19%
Hispanic/Latino (United States of America)	40	18.52%	8	3.70%	0	0.00%	48	22.22%
Native Hawaiian or Other Pacific Islander (United States of America)	3	1.39%	0	0.00%	0	0.00%	3	1.39%
Two or More Races (United States of America)	5	2.32%	1	0.46%	0	0.00%	6	2.78%
White (United States of America)	111	51.39%	12	5.56%	0	0.00%	123	56.94%
Decline to Identify (United States of America)	1	0.46%	0	0.00%	2	0.93%	3	1.39%
Total	190	87.96%	24	11.11%	2	0.93%	216	100.00%

Percentages are rounded to two decimal places and therefore may not add to 100%.

POLICE ACADEMY DEMOGRAPHICS

April 22, 2019 ENTRY-LEVEL

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	1	1.92%	0	0.00%	1	1.92%
Asian (United States of America)	3	5.77%	0	0.00%	3	5.77%
Black or African American (United States of America)	3	5.77%	1	1.92%	4	7.69%
Hispanic/Latino (United States of America)	6	11.54%	4	7.69%	10	19.23%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	0.00%
Two or More Races (United States of America)	1	1.92%	0	0.00%	1	1.92%
White (United States of America)	27	51.92%	6	11.54%	33	63.46%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	0	0.00%
Totals	41	78.85%	11	21.15%	52	100.00%

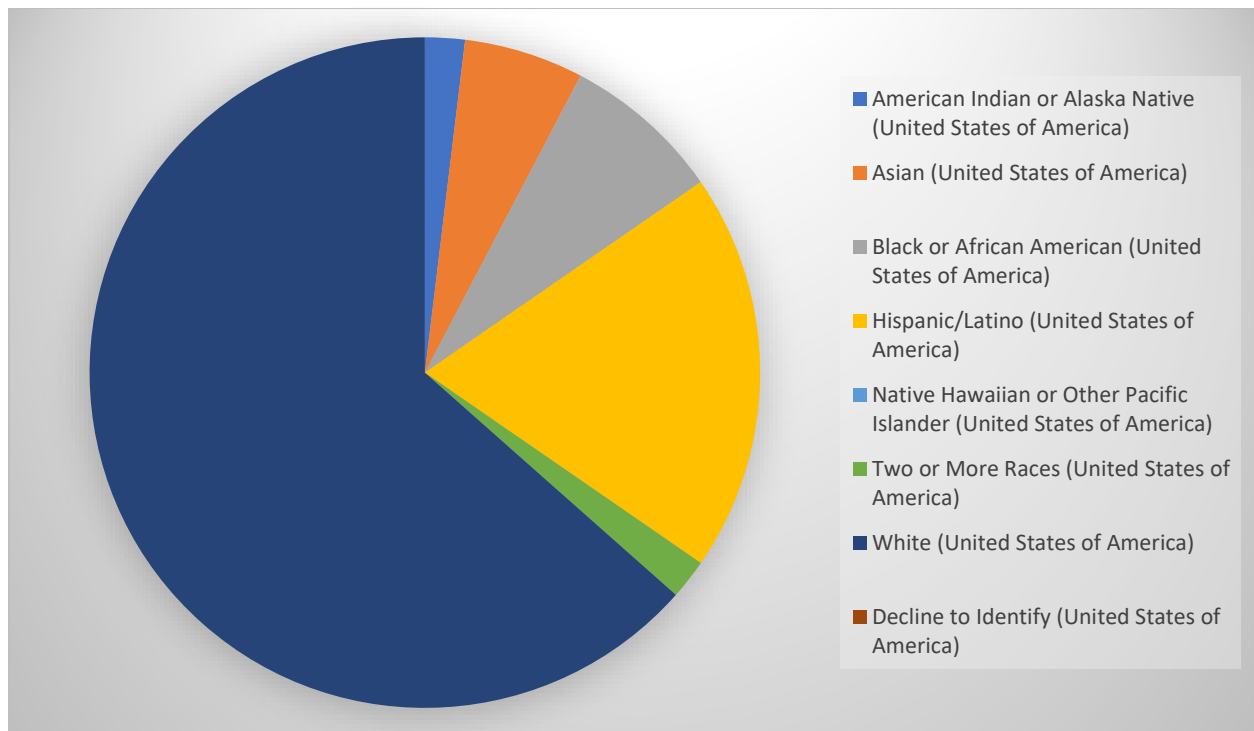Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.
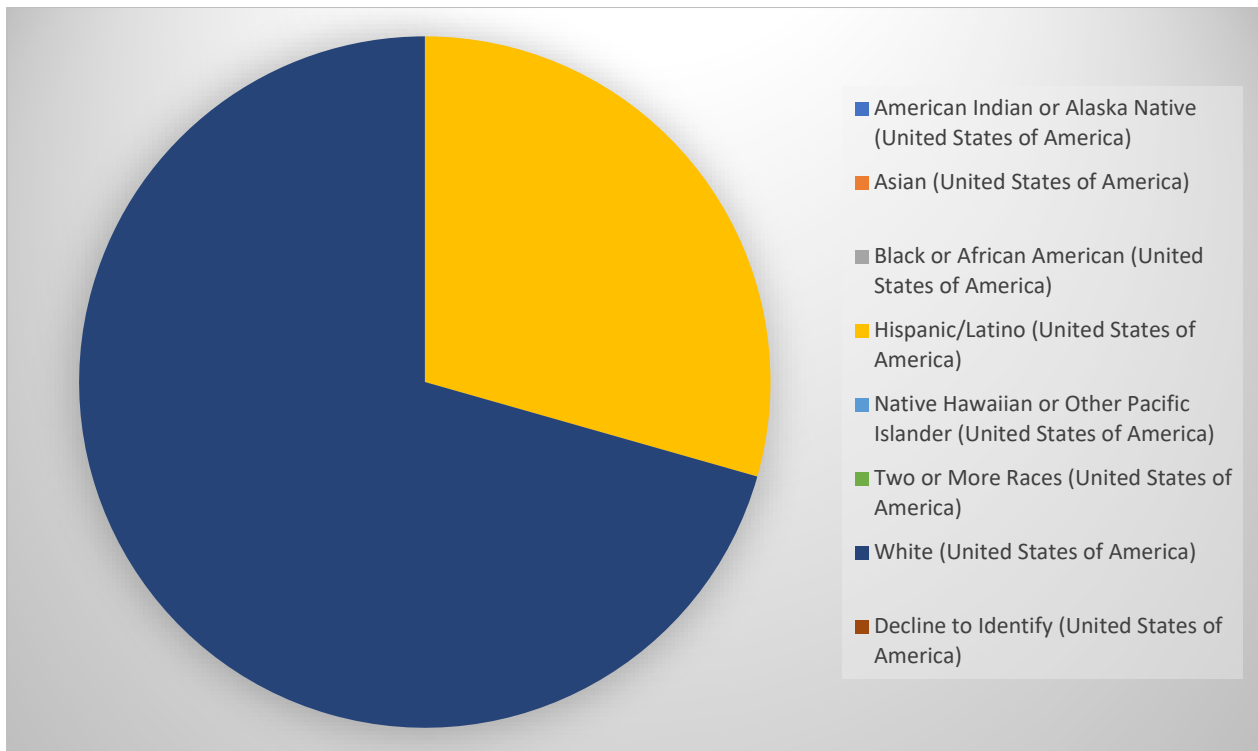
POLICE ACADEMY DEMOGRAPHICS

April 22, 2019 LATERAL

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	0	0.00%	0	0.00%	0	0.00%
Asian (United States of America)	0	0.00%	0	0.00%	0	0.00%
Black or African American (United States of America)	0	0.00%	0	0.00%	0	0.00%
Hispanic/Latino (United States of America)	4	23.53%	1	5.88%	5	29.41%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	0.00%
Two or More Races (United States of America)	0	0.00%	0	0.00%	0	0.00%
White (United States of America)	10	58.82%	2	11.76%	12	70.59%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	0	0.00%
Totals	14	82.35%	3	17.65%	17	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.
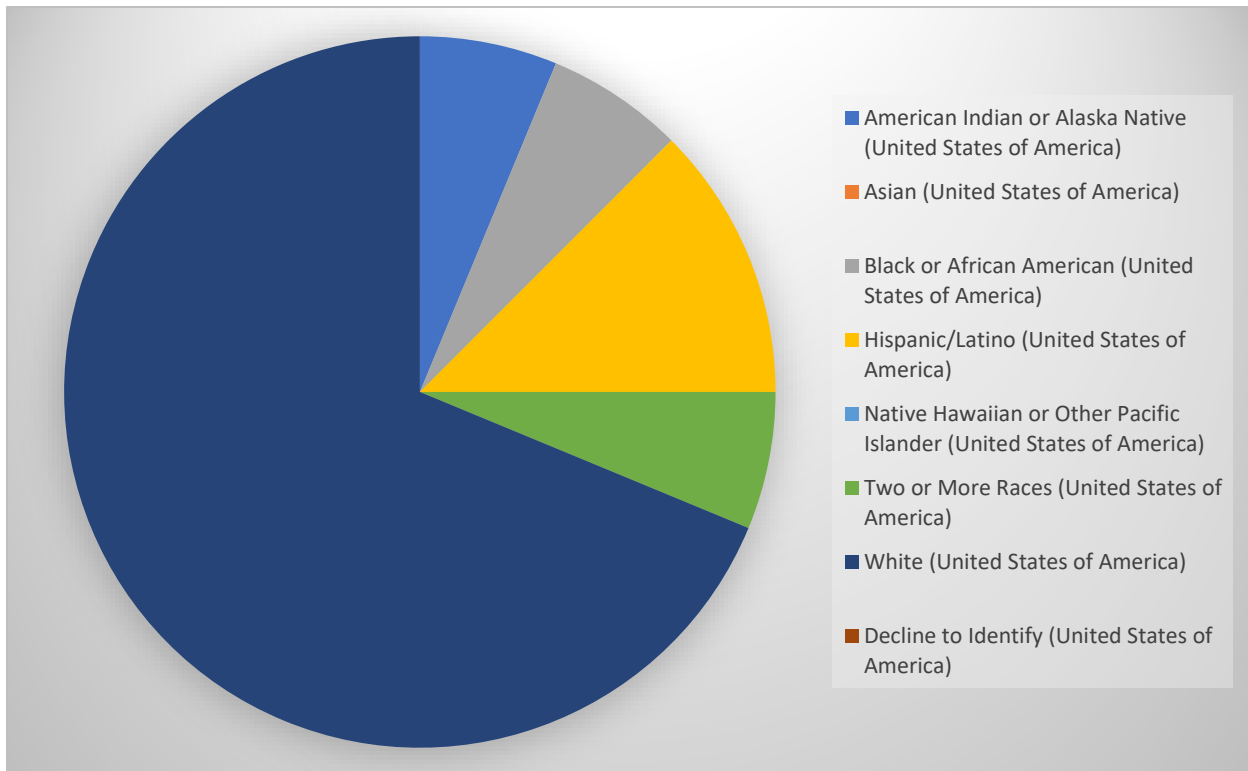
POLICE ACADEMY DEMOGRAPHICS

September 23, 2019 LATERAL

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	1	6.25%	0	0.00%	1	6.25%
Asian (United States of America)	0	0.00%	0	0.00%	0	0.00%
Black or African American (United States of America)	1	6.25%	0	0.00%	1	6.25%
Hispanic/Latino (United States of America)	2	12.50%	0	0.00%	2	12.50%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	0.00%
Two or More Races (United States of America)	1	6.25%	0	0.00%	1	6.25%
White (United States of America)	9	56.25%	2	12.50%	11	68.75%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	0	0.00%
Totals	14	87.50%	2	12.50%	16	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.
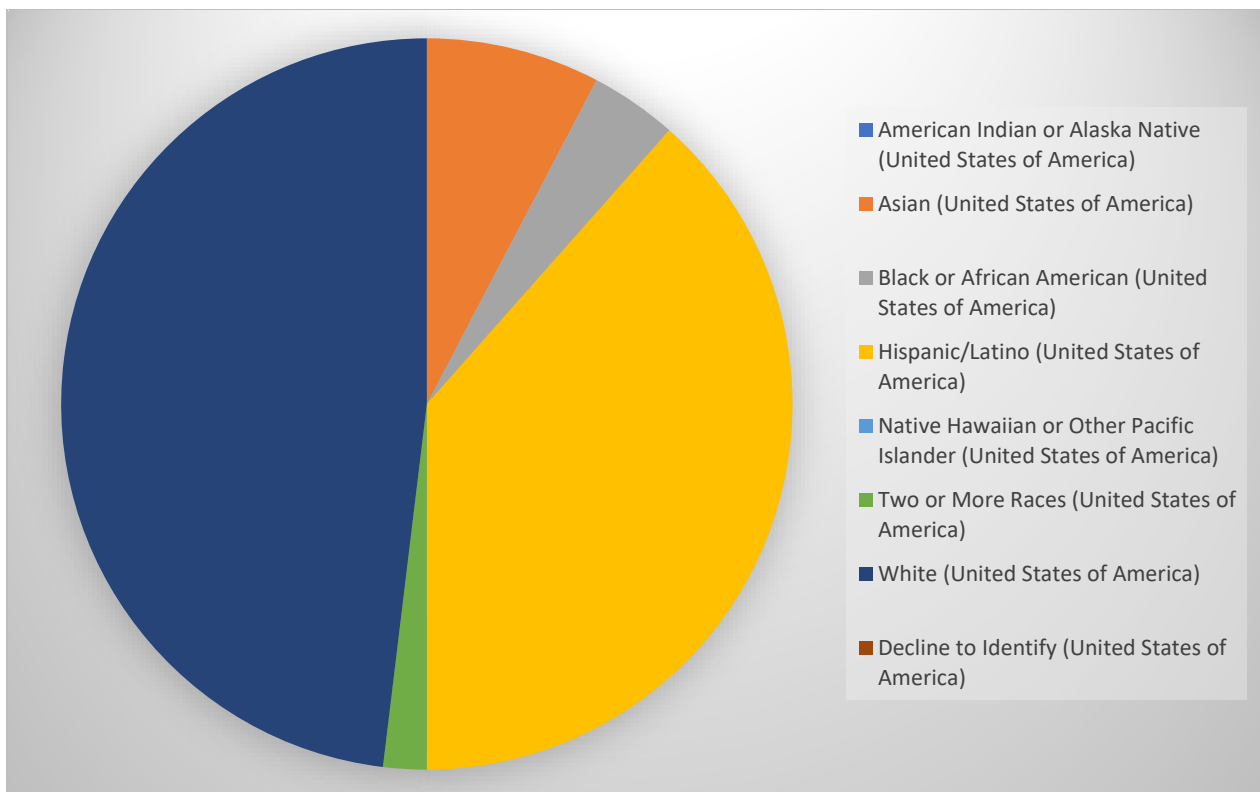
POLICE ACADEMY DEMOGRAPHICS

November 4, 2019 ENTRY-LEVEL

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	0	0.00%	0	0.00%	0	0.00%
Asian (United States of America)	2	3.85%	2	3.85%	4	7.69%
Black or African American (United States of America)	2	3.85%	0	0.00%	2	3.85%
Hispanic/Latino (United States of America)	14	26.92%	6	11.54%	20	38.46%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	0.00%
Two or More Races (United States of America)	1	1.92%	0	0.00%	1	1.92%
White (United States of America)	17	32.69%	8	15.38%	25	48.08%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	0	0.00%
Totals	36	69.23%	16	30.77%	52	100.00%

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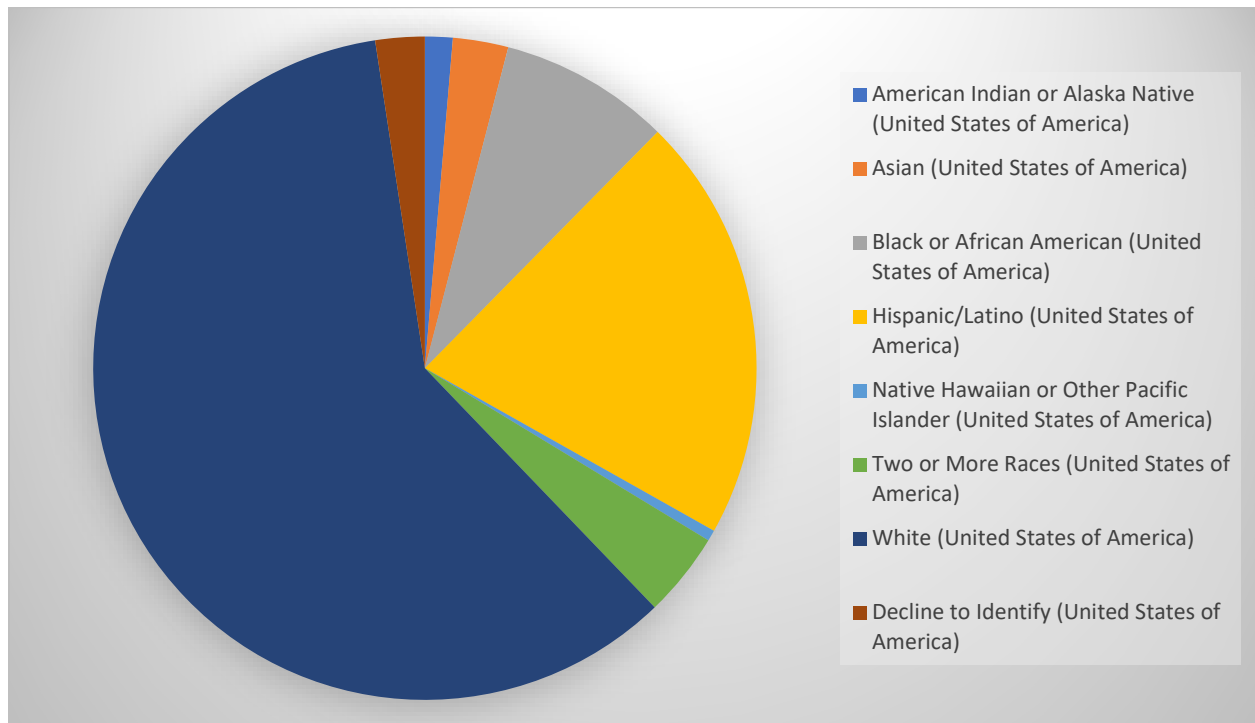
2019 # APPLYING FOR FIRE FIGHTER TESTING

(By Race/Ethnicity and Gender)

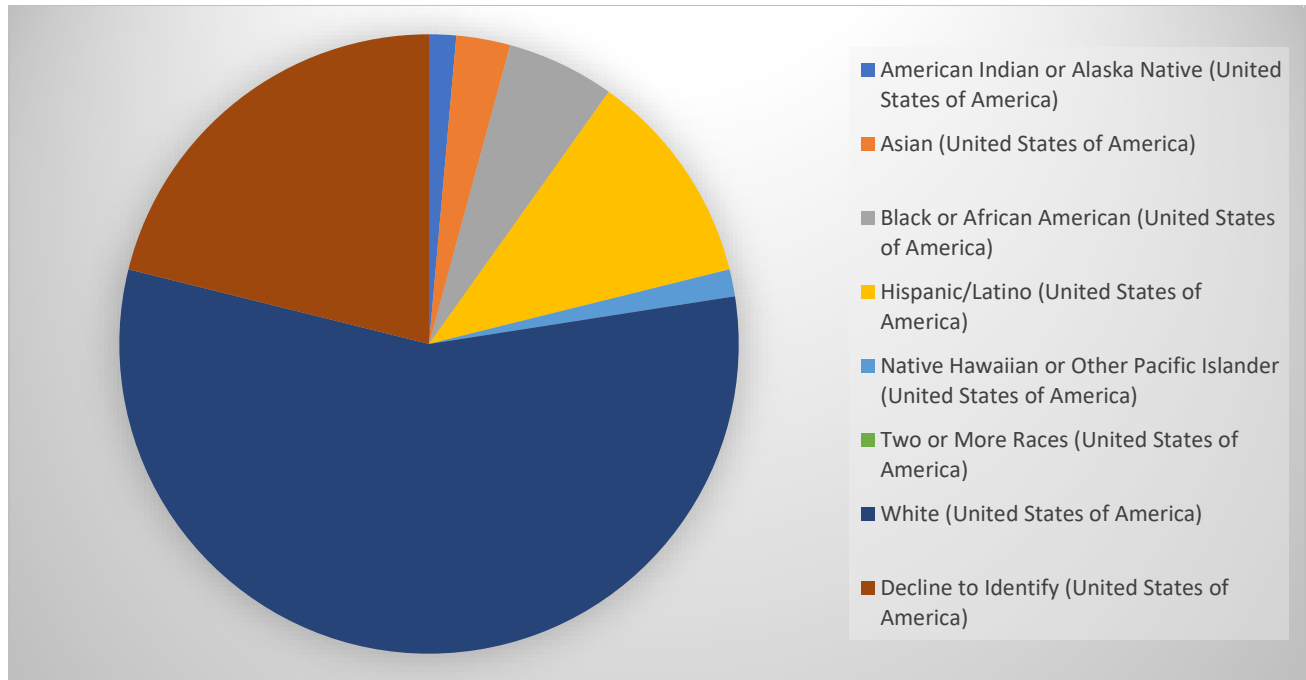| 2018 Entry-Level Fire Applicants								
Identified As	Male	% of Total	Female	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	17	1.28%	1	0.08%	0	0.00%	18	1.35%
Asian (United States of America)	32	2.40%	4	0.30%	0	0.00%	36	2.70%
Black or African American (United States of America)	93	6.98%	18	1.35%	0	0.00%	111	8.33%
Hispanic/Latino (United States of America)	236	17.70%	41	3.08%	0	0.00%	277	20.78%
Native Hawaiian or Other Pacific Islander (United States of America)	5	0.38%	2	0.15%	0	0.00%	7	0.53%
Two or More Races (United States of America)	49	3.68%	6	0.45%	0	0.00%	55	4.13%
White (United States of America)	687	51.54%	109	8.18%	1	0.00%	797	59.79%
Decline to Identify (United States of America)	20	1.50%	2	0.45%	10	0.75%	32	2.40%
Total	1139	85.45%	183	13.75%	11	0.83%	1333	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2019 Entry-Level Fire Applicants

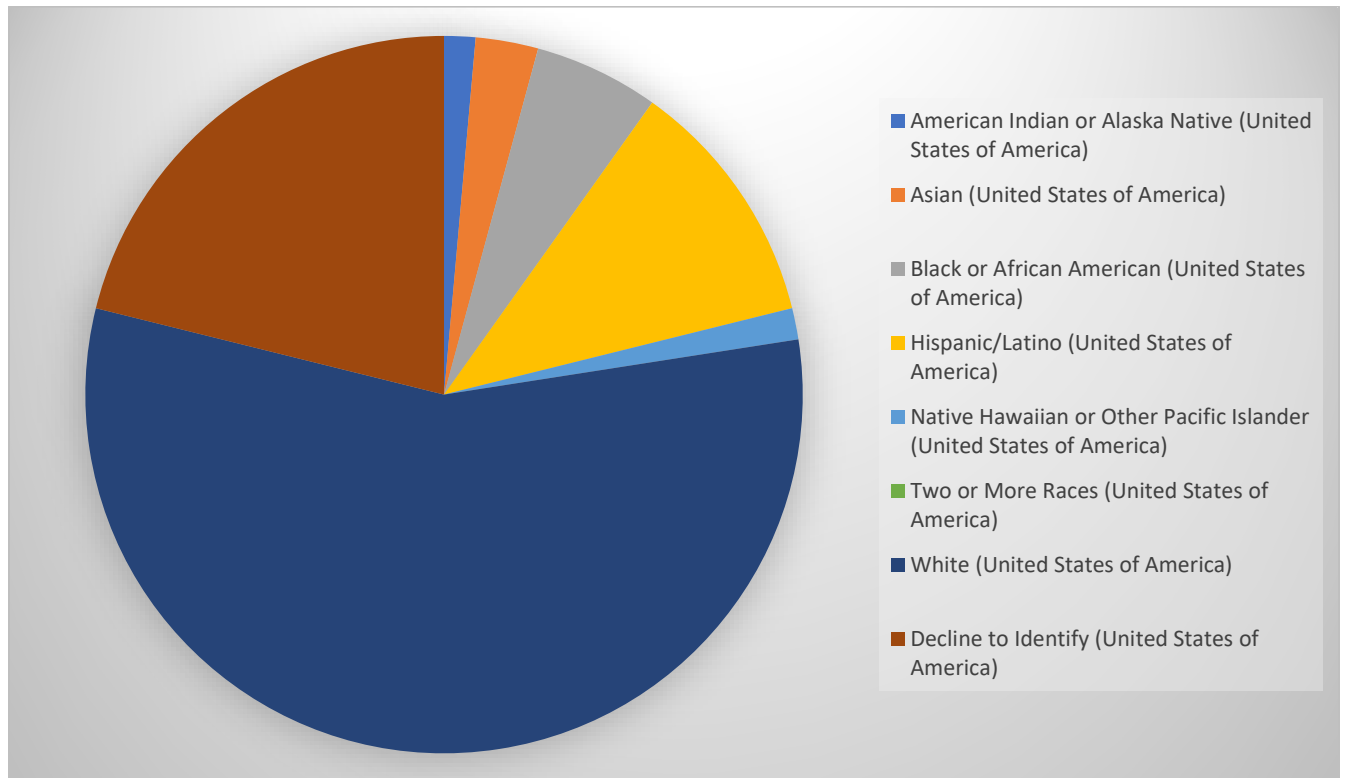| Identified As	Male	% of Total	Female	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	7	1.24%	1	0.18%	0	0.00%	8	1.42%
Asian (United States of America)	16	2.84%	0	0.00%	0	0.00%	16	2.84%
Black or African American (United States of America)	41	7.27%	5	0.89%	0	0.00%	46	8.16%
Hispanic/Latino (United States of America)	103	18.26%	15	2.66%	0	0.00%	118	20.92%
Native Hawaiian or Other Pacific Islander (United States of America)	2	0.35%	0	0.00%	0	0.00%	2	0.35%
Two or More Races (United States of America)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White (United States of America)	293	51.95%	49	8.69%	0	0.00%	342	60.64%
Decline to Identify (United States of America)	24	4.26%	3	0.53%	5	0.89%	32	5.67%
Total	486	86.17%	73	12.94%	5	0.89%	564	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2019 Lateral Fire Applicants								
Identified As	Male	% of Total	Female	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	1	1.41%	0	0.00%	0	0.00%	1	1.41%
Asian (United States of America)	2	2.82%	0	0.00%	0	0.00%	2	2.82%
Black or African American (United States of America)	4	5.63%	0	0.00%	0	0.00%	4	5.63%
Hispanic/Latino (United States of America)	8	11.27%	0	0.00%	0	0.00%	8	11.27%
Native Hawaiian or Other Pacific Islander (United States of America)	1	1.41%	0	0.00%	0	0.00%	1	1.41%
Two or More Races (United States of America)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White (United States of America)	39	54.93%	1	1.41%	0	0.00%	40	56.34%
Decline to Identify (United States of America)	11	15.49%	0	0.00%	4	5.63%	15	21.13%
Total	66	92.96%	1	1.41%	4	5.63%	71	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.
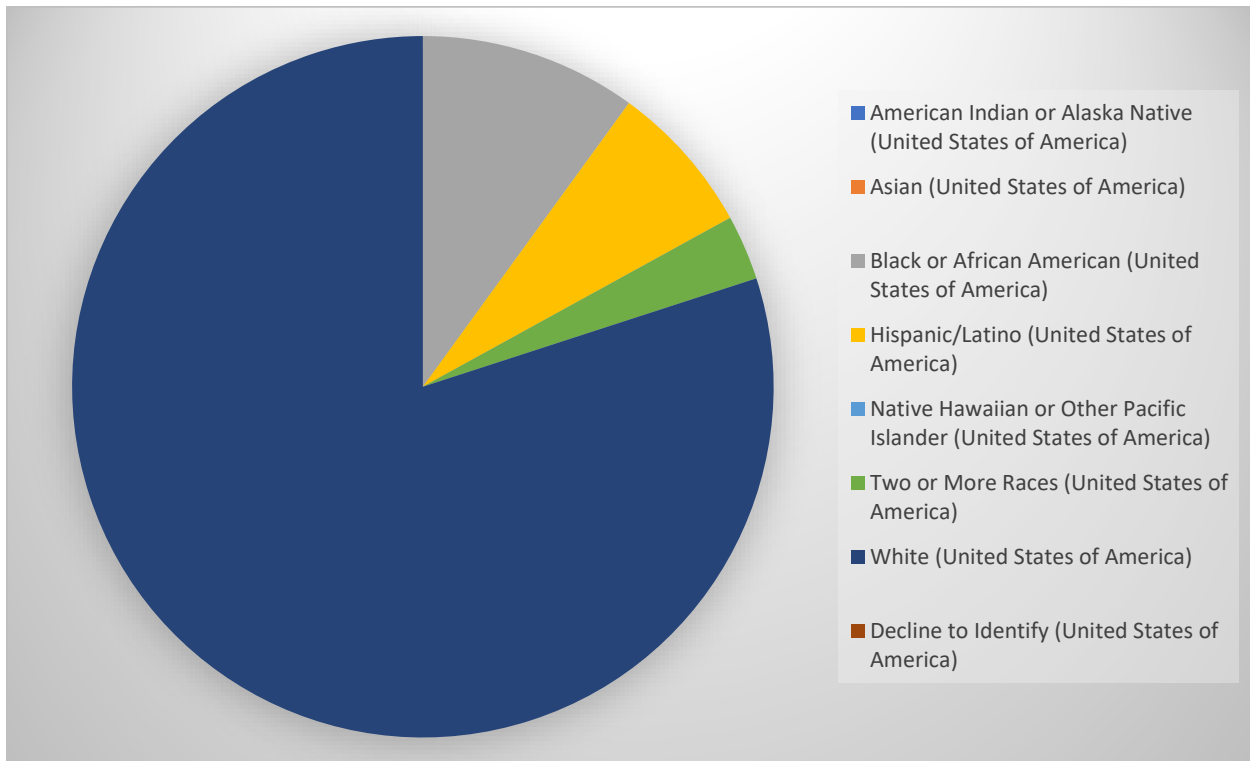
FIRE ACADEMY DEMOGRAPHICS

January 22, 2019 ENTRY-LEVEL

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	0	0.00%	0	0.00%	0	0.00%
Asian (United States of America)	0	0.00%	0	0.00%	0	0.00%
Black or African American (United States of America)	2	7.00%	1	3.00%	3	10.00%
Hispanic/Latino (United States of America)	2	7.00%	0	0.00%	2	7.00%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	0.00%
Two or More Races (United States of America)	1	3.00%	0	0.00%	1	3.00%
White (United States of America)	22	73.00%	2	7.00%	24	80.00%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	0	0.00%
Totals	27	90.00%	3	10.00%	30	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.
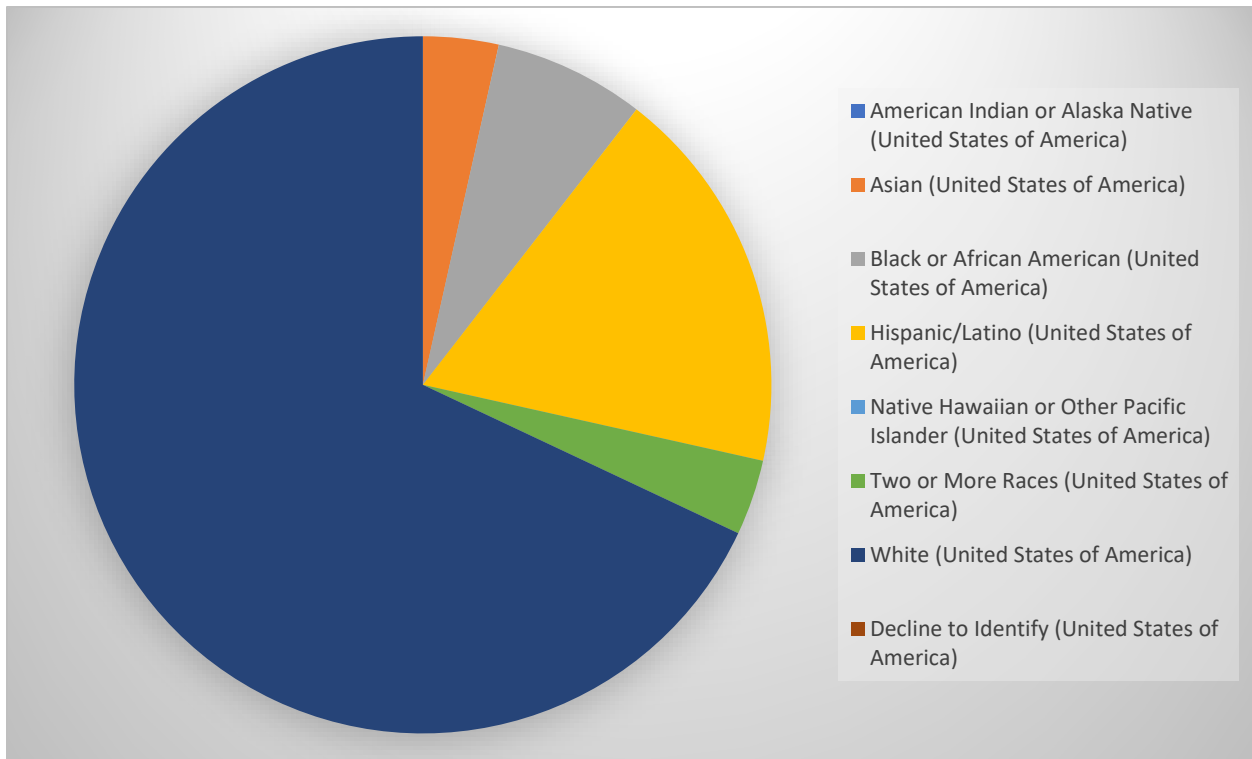
FIRE ACADEMY DEMOGRAPHICS

September 16, 2019 ENTRY-LEVEL

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	0	0.00%	0	0.00%	0	0.00%
Asian (United States of America)	1	3.50%	0	0.00%	1	3.50%
Black or African American (United States of America)	1	3.50%	1	3.50%	2	7.00%
Hispanic/Latino (United States of America)	4	14.00%	1	3.50%	5	18.00%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	0.00%
Two or More Races (United States of America)	1	3.50%	0	0.00%	1	3.50%
White (United States of America)	14	50.00%	5	18.00%	19	68.00%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	0	0.00%
Totals	21	75.00%	7	25.00%	28	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

FIRE ACADEMY DEMOGRAPHICS

June 24, 2019 Lateral

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	0	0.00%	0	0.00%	0	0.00%
Asian (United States of America)	0	0.00%	0	0.00%	0	0.00%
Black or African American (United States of America)	1	4.10%	0	0.00%	1	4.10%
Hispanic/Latino (United States of America)	6	25.00%	0	0.00%	6	25.00%
Native Hawaiian or Other Pacific Islander (United States of America)	3	12.50%	0	0.00%	3	12.50%
Two or More Races (United States of America)	0	0.00%	0	0.00%	0	0.00%
White (United States of America)	12	50.00%	2	8.33%	14	58.33%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	0	0.00%
Totals	22	91.67%	2	8.33%	24	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.
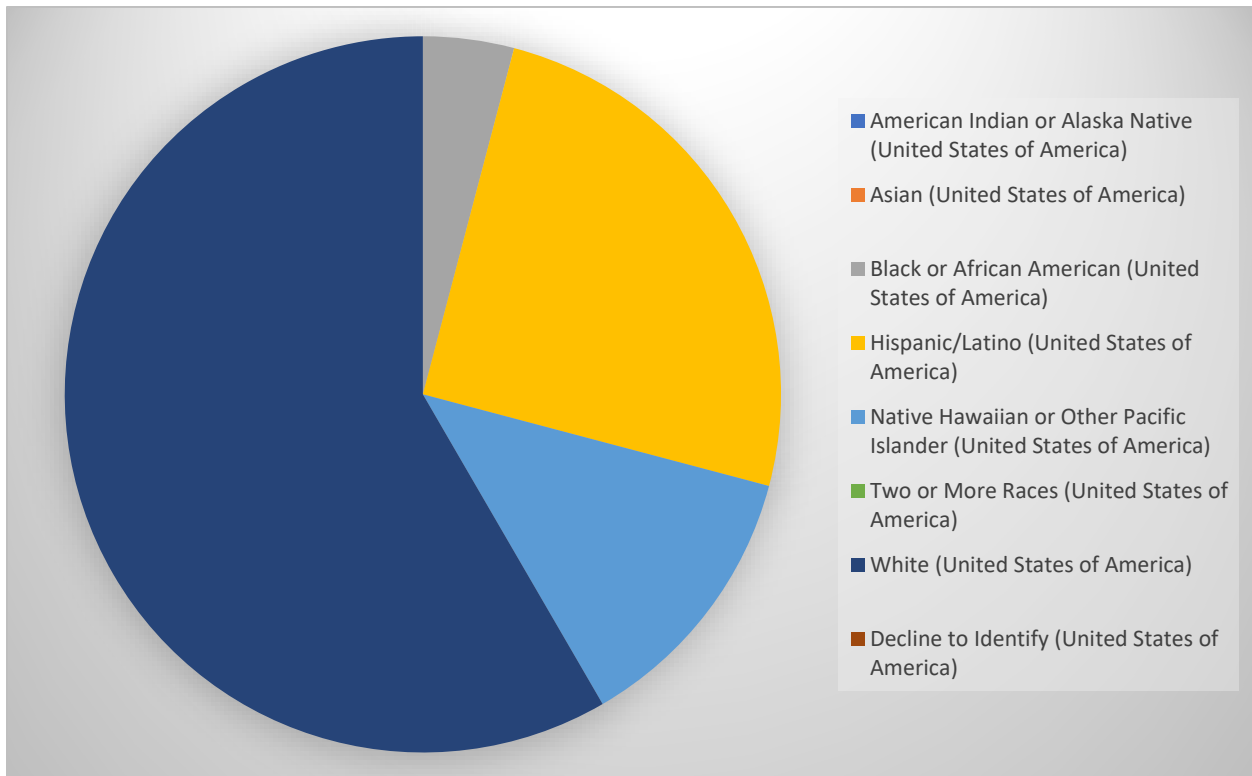
2019 # APPLYING FOR EMT TESTING

(By Race/Ethnicity and Gender)

2019 EMT Applicants								
Identified As	**Male**	**% of Total**	**Female**	**% of Total**	**Decline to Identify**	**% of Total**	**Total**	**% of Total**
American Indian or Alaska Native (United States of America)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian (United States of America)	1	1.01%	1	1.01%	1	1.01%	3	3.03%
Black or African American (United States of America)	1	1.01%	0	0.00%	0	0.00%	1	1.01%
Hispanic/Latino (United States of America)	11	11.11%	5	5.05%	0	0.00%	16	16.16%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races (United States of America)	6	6.06%	2	2.02%	0	0.00%	8	8.08%
White (United States of America)	50	50.51%	17	17.17%	2	2.02%	69	69.70%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	2	2.02%	2	2.02%
Total	69	69.70%	25	25.25%	5	5.05%	99	100.00%

Percentages are rounded to two decimal places and therefore may not add to 100%.
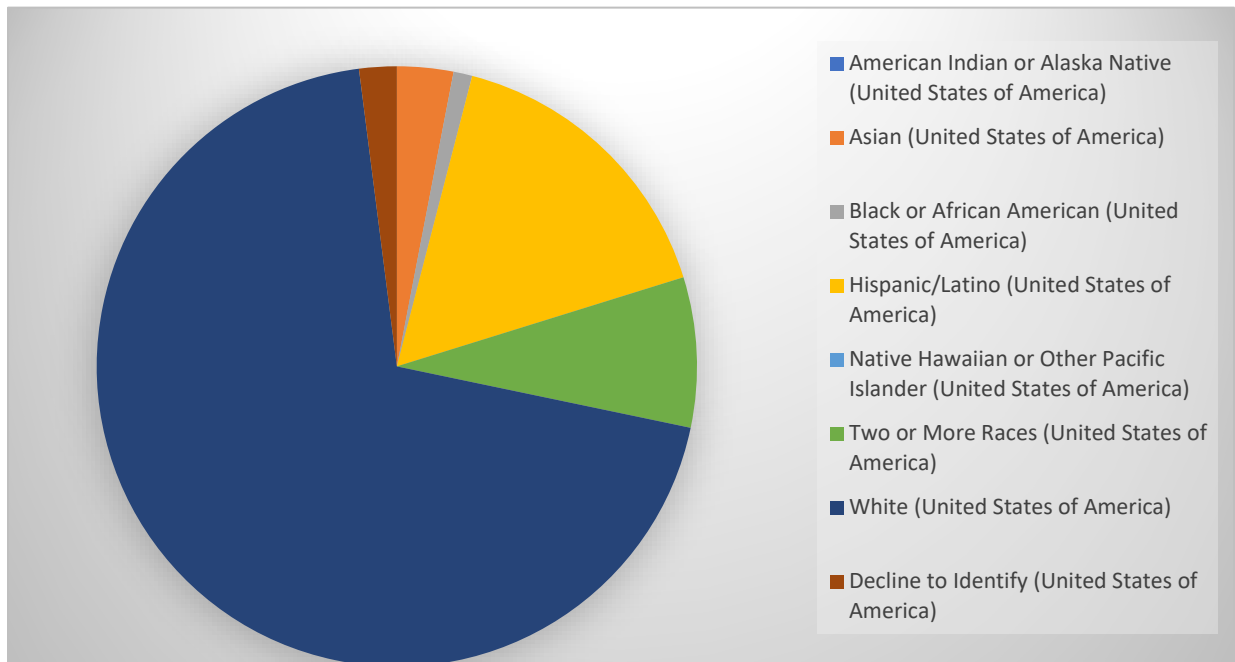
FIRE AND POLICE PROMOTIONAL EXAMINATIONS

Fire Lieutenant and Police Sergeant candidates who attained a passing score on their respective written (multiple-choice) tests advanced to the assessment center phase.

Eligible registers for each position were created using total examination scores (i.e., assessment center scores combined with seniority points and multiple-choice scores).

FIRE LIEUTENANT	
Number of Candidates Who Registered	117
Number of Candidates Passed Written Exam	66
Number of Candidates Who Attended the Assessment	29
Promotions in 2019	12

POLICE SERGEANT	
Number of Candidates Who Registered	225
Number of Candidates Passed Written Exam	120
Number of Candidates Who Attended the Assessment	56
Promotions in 2019	12

The Commission greatly appreciates the cooperation and assistance from the Fire and Police administrations, department subject matter experts, external vendors, and employee groups in the development of the promotional examinations.

*Includes only those promotional ranks within the Classified Service. Promotional tests are administered every two years except in the case of Assistant Superintendent of Fire Alarm, and Assistant Master Mechanic, which are administered on an as-needed basis. Promotions can be made off of an eligible register that was created in the previous year.

FIRE LIEUTENANT REGISTER CANDIDATES

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	1	0.85%	0	0.00%	1	0.85%
Asian (United States of America)	0	0.00%	0	0.00%	0	0.00%
Black or African American (United States of America)	7	5.98%	1	0.85%	8	6.84%
Hispanic/Latino (United States of America)	23	19.66%	1	0.85%	24	20.51%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	0.00%
Two or More Races (United States of America)	0	0.00%	0	0.00%	0	0.00%
White (United States of America)	74	63.25%	6	5.13%	80	68.38%
Decline to Identify (United States of America)	4	3.42%	0	0.00%	4	3.42%
Totals	109	93.16%	8	6.84%	117	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.
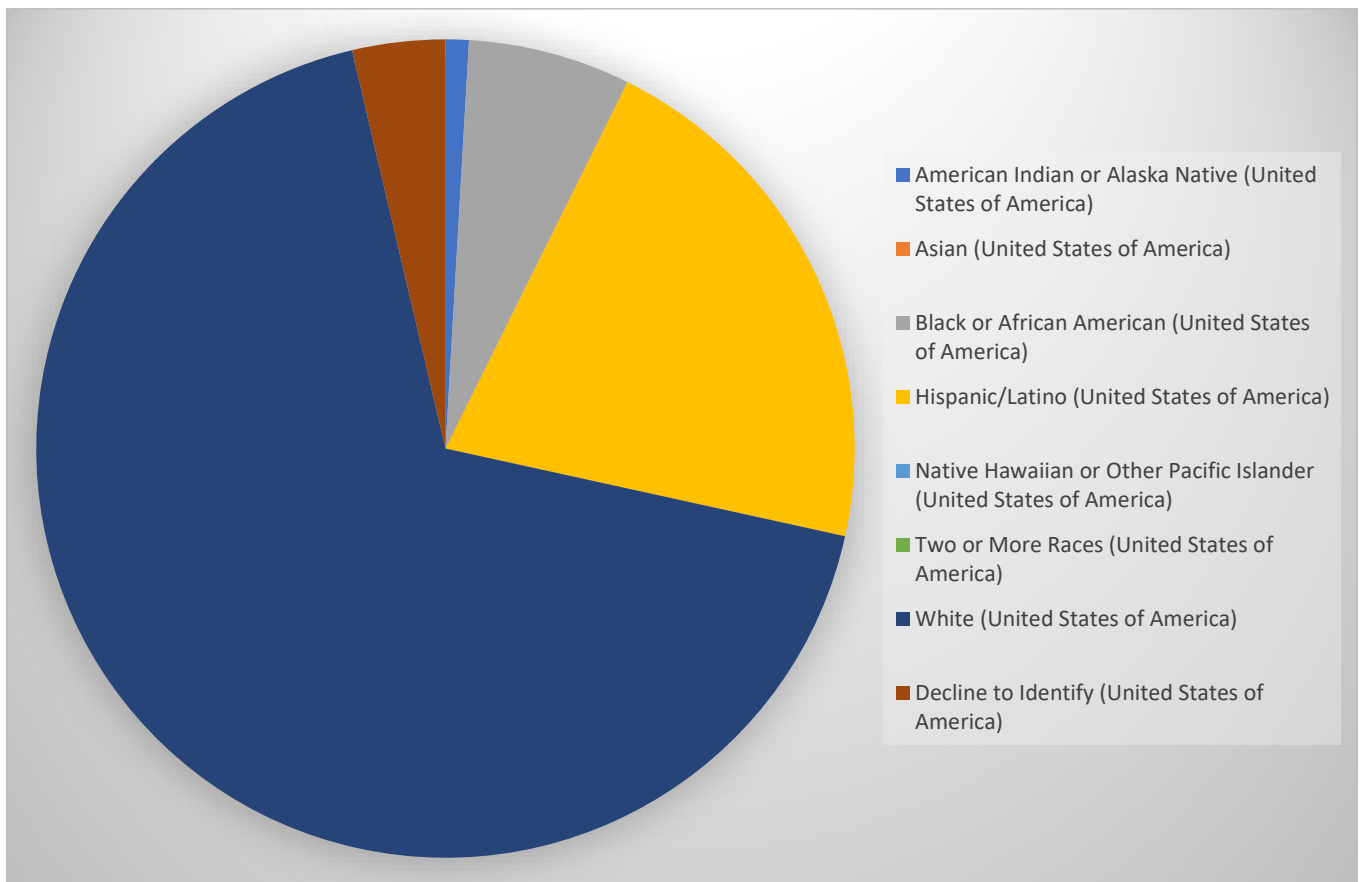
POLICE SERGEANT REGISTER CANDIDATES

(By Race/Ethnicity and Gender)

Identified As	Male	% of Total	Female	% of Total	Total	% of Total
American Indian or Alaska Native (United States of America)	2	0.89%	0	0.00%	2	0.00%
Asian (United States of America)	8	3.56%	0	0.00%	8	0.00%
Black or African American (United States of America)	19	8.44%	4	1.78%	23	4.10%
Hispanic/Latino (United States of America)	54	24.00%	6	2.67%	60	25.00%
Native Hawaiian or Other Pacific Islander (United States of America)	0	0.00%	0	0.00%	0	12.50%
Two or More Races (United States of America)	1	0.44%	2	0.89%	3	0.00%
White (United States of America)	118	52.44%	11	4.89%	129	58.33%
Decline to Identify (United States of America)	0	0.00%	0	0.00%	0	0.00%
Totals	202	89.78%	23	10.22%	225	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.
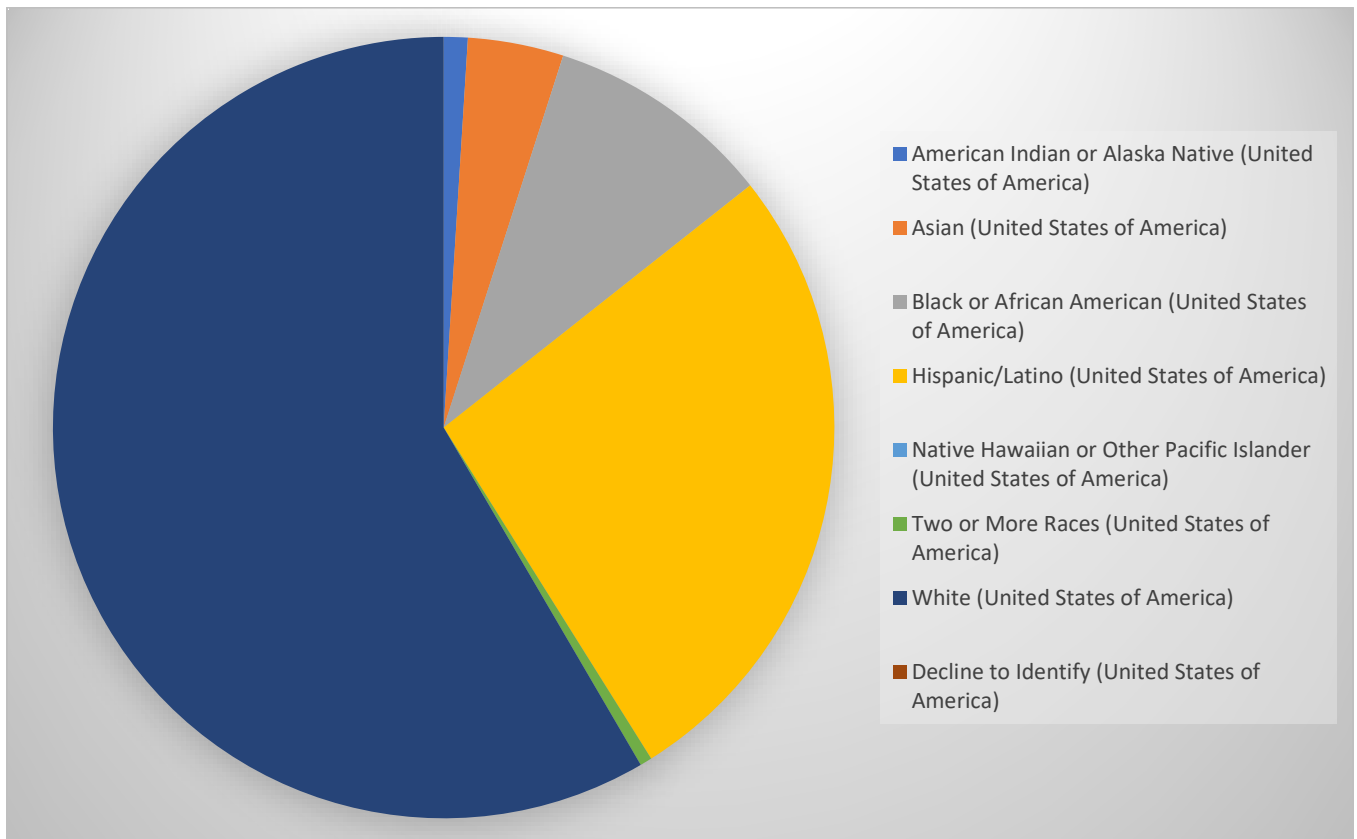
COMMISSIONERS
CIVIL SERVICE COMMISSION
114 Years of Service: April 7, 1904 – December 31, 2019

Daniel B. Carey	April, 1904	1912, November	Leo F. Cone	May, 1984	1987, January
J. Frank Adams	April, 1904	1912, April	Arthur S. Lucero	June, 1984	1988, June
Frederick J. Chamberlin	April, 1904	1915, August	Leslie S. Franklin	April, 1986	1990, November
John S. Flower	April, 1912	1917, June	Debra A. Wagner	April, 1986	1992, January
Rev. David H. Fouse	November, 1912	1913, June	Jane Woodhouse	August, 1986	1995, January
Albion K. Vickery	June, 1913	1919, June	Edward Sullivan	January, 1987	2000, January
W. A. Carpenter	August, 1915	1921, June	Hon. Roger Cisneros	July, 1988	1991, January
Henry A. Hicks	June, 1917	1923, June	Rudy Livingston	January, 1991	1996, November
Henry E. May	June, 1919	1925, January	Michael J. Belo	January, 1991	1995, January
James W. Kelly	June, 1921	1939, June	Denise S. Maes	January, 1993	1995, January
W. W. Grant, Jr.	June, 1923	1935, June	Edward F. Burke	January, 1995	1997, January
Albert E. Bogdon	January, 1925	1927, June	Ellen W. Reath	January, 1995	2003, January
Edgar McComb	June, 1927	1935, October	Paula E. Sandoval	January, 1995	2000, December
Dr. Harvey W. Snyder	June, 1935	1940, May	Kristopher M. Colley	November, 1996	2000, June
Theodore A. Chisholm	October, 1935	1939, October	Christopher H. Olson	January, 1997	2006, December
Horace N. Hawkins, Jr.	June, 1939	1945, June	Rev. J. Langston Boyd, Jr.	September, 2000	2002, January
William E. Hutton	October, 1939	1946, June	Kelly Jean Brough	January, 2000	2003, July
John J. Cory	May, 1940	1945, December	Adrienne Benavidez	March, 2001	2002, February
Benjamin E. Sweet	June, 1945	1963, August	Samuel Williams	January, 2002	2007, December
Bertha V. Perry	December, 1945	1959, September	Cecilia E. Mascarenas	February, 2002	2014, December
Donald B. Robertson	June, 1946	1955, October	Elizabeth I. Kiovsky	February, 2003	2004, December
William E. Doyle	October, 1955	1959, January	Anna Flores	October, 2003	2017, December
Arthur S. Bowman	January, 1959	1972, October	Steven Young	July, 2005	2010, May
Ted Bach	September, 1959	1982, November	Neal Berlin	January, 2007	2019, February
Larry J. Perry	August, 1963	1971, August	Moises Vicente Vela, Jr.	January, 2008	2009, January
Rev. Cecil W. Howard	August, 1971	1972, January	Hilary Potter	February, 2009	2015, June
Houston Gibson	January, 1972	1975, August	Mathew Spengler	January, 2011	2013, June
Jesse Manzanares	October, 1972	1979, August	Federico Alvarez	June, 2013	2017, February
William R. Greenwood	August, 1975	1976, April	Joseph Sandoval	January, 2015	Present
Oswald C. Abernethy	April, 1976	1981, September	Larry Trujillo	June, 2015	2019, April
William A. Cassell	August, 1979	1984, August	Kelsey Green	March, 2018	Present
Alberta Maus Jesser	September, 1981	1986, April	Sylvia Murray	March, 2018	Present
William J. Chisholm	November, 1982	1986, April	James Fitzpatrick	July, 2019	Present
Geraldine N. Brady	January, 1983	1986, April	Kevin Duncan	July, 2019	Present
Carol J. Genera	February, 1983	1984, March			